

House Amendment 8559

PAG LIN

1 1 Amend the amendment, H=8475, to Senate File 2404,
1 2 as passed by the Senate, as follows:
1 3 #1. By striking page 1, line 3, through page 3,
1 4 line 9, and inserting the following:
1 5 <#____. Page 3, by inserting after line 12 the
1 6 following:
1 7 <Sec. _____. NEW SECTION. 70A.1A BONUS PAY.
1 8 1. As used in this section unless the context
1 9 otherwise requires, "bonus pay" means any additional
1 10 remuneration provided to an employee in the form of a
1 11 bonus, including but not limited to a retention bonus,
1 12 recruitment bonus, exceptional job performance pay,
1 13 extraordinary job performance pay, exceptional
1 14 performance pay, extraordinary duty pay, extraordinary
1 15 or special duty pay, advanced appointment rate,
1 16 incentive pay, and any extra benefit not otherwise
1 17 provided to other similarly situated employees.
1 18 2. Unless otherwise authorized by law or required
1 19 pursuant to a collective bargaining agreement, a state
1 20 employee shall not, in addition to a salary, receive
1 21 any bonus pay unless all of the following have
1 22 occurred:
1 23 a. All requests for the payment of bonus pay to a
1 24 state employee shall be submitted in writing on a
1 25 prescribed form, to the director of the department in
1 26 which the state employee is employed. The request
1 27 shall contain a detailed justification for the request
1 28 explaining how approval of the bonus pay request will
1 29 benefit the efficiency or effectiveness of the state's
1 30 operations.
1 31 b. If approved by the employee's department
1 32 director, the bonus pay request shall then be
1 33 submitted to the director of the department of
1 34 administrative services for review and approval or
1 35 denial. However, if the bonus pay request is for an
1 36 employee of the department of administrative services,
1 37 the request shall instead be submitted to the
1 38 department of management for approval or denial. A
1 39 bonus pay request shall not be effective until the
1 40 request has been approved or denied as provided in
1 41 this paragraph "b". An approved bonus pay request
1 42 shall be submitted by a department director to the
1 43 department of administrative services or to the
1 44 department of management, as applicable, not less than
1 45 forty-five days before the end of the fiscal year in
1 46 order to be approved for payment during that fiscal
1 47 year.
1 48 c. A state employee is eligible to receive bonus
1 49 pay pursuant to an approved bonus pay request only
1 50 once during each fiscal year.
2 1 3. The department of administrative services shall
2 2 maintain a record of all approved bonus pay requests
2 3 including copies of all documents submitted in
2 4 conjunction with such requests, which shall be
2 5 available for public inspection as provided in chapter
2 6 22.
2 7 4. The director of the department of
2 8 administrative services shall present a report at the
2 9 end of each fiscal year to the joint government
2 10 oversight committee of the general assembly. Copies
2 11 of the annual report shall be furnished to members of
2 12 the public upon request as provided in chapter 22.>
2 13 #_____. Title page, line 2, by inserting after the
2 14 word <grants> the following: <, and payment of bonus
2 15 pay to certain government employees>.
2 16 #_____. By renumbering as necessary.>
2 17
2 18
2 19
2 20 BAUDLER of Adair
2 21 SF 2404.701 82
2 22 av/rj/12535

